

2016 Tennessee Educator Survey Certified Support Staff Survey

The Tennessee Consortium on Research, Evaluation, and Development and the Tennessee Department of Education are pleased to continue in partnership to present the Second Annual Tennessee Educator Survey¹. This survey examines a variety of areas including school culture, school leadership, instructional practices, and teacher and administrator evaluation.

The Survey consists of five core versions provided to each of the groups listed below.

1. Teachers
2. Building Administrators
3. Counselors
4. Instructional Coaches
5. Certified School-Level Support Staff

The Certified Support Staff Core Survey follows this introduction. Teachers and administrators complete the appropriate core, and may be assigned several branching questions related to the specific nature of their position. Teacher and administrator branches include the following.

Teacher Branches

1. Early Career
2. High School
3. IPI School

Administrator Branches

1. IPI School

Teachers and administrators complete the appropriate core and a randomly assigned module. Teacher and administrator modules include the following.

Teacher Modules

1. Professional Learning
2. Assessment and Standards
3. Personalized Learning
4. Evaluation
5. Early Literacy
6. High School
7. IPI Teachers
8. Pre-Kindergarten

Administrator Branches

1. Professional Learning
2. Assessment & Standards
3. Personalized Learning
4. Evaluation

Survey participants generally are able to complete their portion of the survey in 15 – 25 minutes.



¹ Questions on the Tennessee Educator Survey were derived from a variety of sources including: the Tennessee First to the Top Survey; the Consortium on Chicago School Research (CCSR) surveys; the Schools and Staffing Survey (SASS), the Teaching, Empowering, Leading and Learning (TELL) survey; the What Makes Schools Work survey; and the Gates Measure to Learn and Improve surveys. Several items were also drafted by the Tennessee Department of Education. For more information on the source of individual questions, please contact the Tennessee Consortium on Research, Evaluation, and Development.

2016 Tennessee Educator Survey**Tennessee Educator Survey: Introduction**

- Q1. *Please select the option below that best describes your primary professional position/role during the 2015-2016 school year.
- a. Teacher
 - b. Principal of a single school
 - c. Assistant principal or vice principal of a single school
 - d. Instructional coach
 - e. Counselor
 - f. Psychologist
 - g. Social Worker
 - h. Audiologist, Speech/Language Pathologist
 - i. Librarian/Library Media Specialist
 - j. Central office staff member
 - k. None of the above, and my work is ACROSS MULTIPLE SCHOOLS.
 - l. None of the above, and my work is at ONE SCHOOL. (Please specify your position.)
- _____

Tennessee Educator Survey: Certified Support Staff Core**School Climate**

Q2. Please indicate the extent to which you agree or disagree with the following statements regarding about your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The staff feels comfortable raising issues and concerns that are important to them.	1	2	3	4
b. There is an atmosphere of trust and mutual respect within this school.	1	2	3	4
c. Most of my staff share my beliefs and values about what the central mission of the school should be.	1	2	3	4
d. Administrators hold teachers to high professional standards for delivering instruction.	1	2	3	4
e. Teachers hold each other to high professional standards for delivering instruction.	1	2	3	4
f. Teachers hold students to high academic standards.	1	2	3	4
g. Teachers believe that they are collaborative stakeholders in major school decisions.	1	2	3	4

Q3. Please indicate the extent to which you agree or disagree with the following statements regarding staff in your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The staff at this school like being here; I would describe us as a satisfied group.	1	2	3	4
b. I feel appreciated for the job that I am doing.	1	2	3	4

Q4. Please indicate the extent to which you agree or disagree with the following statements regarding school leadership in your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. School leadership is adequately visible and available to address staff/student needs.	1	2	3	4
b. School leadership proactively seeks to understand the needs of teachers and staff.	1	2	3	4
c. School leadership makes a sustained effort to address staff concerns.	1	2	3	4
d. School leadership provides useful feedback about instructional practices.	1	2	3	4
e. I frequently have the opportunity to receive feedback on my practices from multiple sources.	1	2	3	4

Q5. Is there anything else that you would like to communicate to the Tennessee Department of Education? (THIS QUESTION CONCLUDES THE SURVEY FOR CERTIFIED SCHOOL-LEVEL SUPPORT STAFF.)